



WORKFORCE STRATEGIES  
INTERNATIONAL  
UNLOCKING HUMAN POTENTIAL

# RAPID SKILLING

## Rapid Skilling

Many employers are faced with the task of training new employees in order to achieve competence in minimal time. In the case of our client, a small chemical company in Calgary Alberta, the time to train a new plant operator in all the tasks required to be fully competent was typically 15 to 18 months, and high turnover during the lengthy training process resulted in significant costs and productivity losses.

Over a period of 4 weeks, we worked with front-line leaders and experienced production workers to quickly develop a systematic approach to on-job training for production workers that ensured consistency in the way skills and competencies were developed and tracked across the plant, and then ensured that leaders were trained in how to apply this approach in the workplace.

In the next year, the time to train a new production worker to competently perform all of the tasks required of them was reduced from the previous 15-18 months to an average of 6 months – all while increasing the company's overall productivity, quality and safety records. This resulted in significant cost savings for the company, and increased satisfaction and engagement for employees and their supervisors, and lowered turnover of new production workers by more than 50%.